

Influencing Strategies by Temperament

In seeking to influence a person or group whose temperament you have predicted or know, keep in mind the following guidelines:

NF

- Establish a democratic relationship
- Include creative ideas
- Allow time for discussion
- Use their names and build individual relationships
- Collaborate to solve problems
- Provide approval and support

NT

- Demonstrate competence
- Identify clear quality standards
- Develop creative mental challenges
- Probe the future
- Give freedom to ask “why” questions
- Discuss at an intellectual level

SJ

- Communicate timelines and reporting structures
- Give specific and detailed instructions
- Get to the point and stick to the point
- Emphasize consistency and efficiency
- Address the bottom line results

SP

- Get to the point
- Give clear, minimal instructions
- Make difficult tasks a challenge
- Be realistic and practical
- Outline options for them
- Relax and have some fun